

May 1994

***MOUND PLANT***  
***WORK FORCE RESTRUCTURING PLAN***

May 1994

## PREFACE

This Plan discusses the Department of Energy's efforts to minimize the negative impacts on the Mound work force and the local community due to the end of the defense mission at the site.

It defines actions underway to provide employment opportunities in the private sector for Mound employees and the Department's efforts to convert the facility from defense to commercial use.

The Plan defines the process the Department of Energy authorizes EG&G Mound to use when employment reductions begin in May 1994.

As the Department of Energy budget for FY 1995 is reviewed by Congress, the potential exists that additional program funding may be available to the Mound Plant. If that occurs, the number of employment reductions may be reduced. The Plan will reflect the latest official information from the Department of Energy.

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## WHY DO WE NEED A WORK FORCE RESTRUCTURING PLAN?

In December 1991, the Department of Energy proposed to discontinue the defense mission at the Mound Plant, with the continuing workload transferred to other sites within the nuclear weapons complex. In May 1993, independent consultants verified those recommendations and the Department then set out to complete the environmental review process. With the approval of a Finding of No Significant Impact in September 1993, activities are underway now to transfer Mound's defense-related activities to other sites.

With the end of the defense mission, future Federal budgets and work assignments available to the Mound site from the Department of Energy will not support the current work force of approximately 1,700 people. A reduction of about 600 people is necessary as a result of the current FY 1995 Budget. At this time, reductions of about 450 positions by September 30, 1994 and another 150 positions by September 30, 1995 are necessary.

Public Law 102-484, the FY 1993 National Defense Authorization Act, Section 3161, requires a plan for restructuring whenever there is a change in the work force at a defense nuclear facility. Components of the plan may include employee and community notification requirements, voluntary transition or retirement incentives, hiring preference, education and training opportunities, outplacement assistance, relocation assistance, and local community impact assistance.

This Work Force Restructuring Plan is aimed at mitigating the impacts on workers and the community of work force restructuring activities. The objectives of the Plan are to:

- Maintain a trained work force to accomplish existing missions; and restructure the remaining work force to accomplish new missions such as environmental restoration and economic development;
- Maximize use of all funding sources to minimize negative impacts on employees and the community;
- Provide affected workers financial incentives and benefits to bridge their transition into the private sector; and,
- Promote economic development that will provide new jobs for Mound employees and maintain the economic base of the local community.

To achieve those ends, a Partnership of the Department of Energy, EG&G Mound Applied Technologies (EG&G Mound), and the City of Miamisburg, will guide the future of Mound with the following ***Vision***:

***Mound will remain a valuable contributor to the technological, economic, educational and social well-being of the Miami Valley and the Midwest. The site will represent a governmental presence and a vibrant private industry technology partnership, working in concert to promote energy, environment, manufacturing, science and technological competitiveness for the commercial marketplace.***

## THE PARTNERSHIP AND STAKEHOLDERS MUST WORK TOGETHER

With the goal of commercializing Mound's assets, each of the entities of the Partnership will carry out the following roles:

### Department of Energy

- The Department will promote the timely conversion of assets to the City of Miamisburg for commercial use.
- The Department will continue to execute a focused program toward environmental cleanup.
- The Department will complete any assigned classified or special nuclear materials work.
- The Department will establish Economic Development and Technology Deployment Centers to promote its technologies in science, manufacturing, energy efficiency, environmental cleanup, waste minimization, nuclear energy, and space.

### The City of Miamisburg

- The City will direct the economic development activities of the site.
  - To establish a local governmental entity to maximize the technical benefits within the facility.
  - To market property and technologies to expand opportunities for the private and public sector.
  - To consummate, negotiate and execute business agreements with private and public companies.
  - To maximize the human and technological opportunities which exist at Mound.
- The City will look out for the long-term interests of the community and the region.
  - To assure continued focus on the environmental cleanup
  - To assure a viable economic base
  - To maximize the future opportunities made available to the workforce
  - To harness additional Federal, state, and local resources
- The City will provide the mechanism for input by the stakeholders to develop a consensus on issues and speak with a single voice in directing the commercialization of Mound.

EG&G Mound Applied Technologies

- EG&G Mound will serve as the Management and Operating contractor to Department of Energy.
  - To facilitate the economic development of the site by maximizing opportunities for the private and public sector
  - To serve as technical resource to the City of Miamisburg to evaluate economic development proposals for a match with the facilities and technologies of the site
  - To complete the defense mission, continue other mission assignments and expand environmental cleanup activities
- EG&G Mound will pursue commercial opportunities either through EG&G Corporate or the local government entity.

To accomplish and sustain those respective roles, the Partnership of the Department of Energy, the City of Miamisburg, and EG&G Mound, working together, will:

- Champion the interests of the Mound work force so it can continue to make its valuable contribution to the community
- Maximize the utilization of viable skills, technologies, land and facilities at Mound
- Commit to open, frank and full communication with all stakeholders concerning Mound activities
- Aggressively cultivate business opportunities at Mound with emphasis on those endeavors providing continued employment for incumbent employees
- Promote creativity and innovation as fundamental criteria for goal accomplishment
- Integrate cleanup projects and economic development goals while continuing to protect public health
- Demonstrate the highest quality of performance by practicing continuous improvement
- Comply with environmental, safety and health requirements at Mound facilities
- Protect employees' benefits to the greatest extent possible
- Emphasize positive community and educational outreach programs
- Provide the necessary resources to accomplish the economic development goals.

## Stakeholders

The Department of Energy wants to foster a cooperative manner of doing business with all interested stakeholders. The opinions and input of diverse stakeholders were sought and considered early in the decision process because their interests are key to assuring a successful transition from the Department's defense mission to other missions or commercialization. The City of Miamisburg provides the mechanism for input by the following stakeholders, in order to develop a consensus on issues and to speak with a single voice in directing the human resource, economic development, and environmental activities at the Mound site.

### Local Communities

City of Miamisburg  
Beavercreek  
Bellbrook  
Brookville  
Carlisle  
Centerville  
Dayton  
Fairborn  
Farmersville  
Franklin  
Germantown  
Huber Heights  
Kettering  
Oakwood  
Phillipsburg  
Springboro  
Trotwood  
Vandalia  
West Carrollton  
Xenia  
County of Montgomery  
Township of Miami

### Work Force

EG&G Mound  
Department of Energy-Miamisburg Area  
Office  
Geotech  
A-Plus Services  
Bartech

### Bargaining Units

Oil, Chemical & Atomic Workers International  
Union, AFL-CIO  
United Plant Guard Workers of America

### Business & Citizens Organizations

Dayton Area Chamber of Commerce  
Mound Citizens Action Group  
Miamisburg Environmental  
Safety & Health  
Miamisburg City Schools

The stakeholder base also includes elected officials at the local, state, and national levels, the U.S. Environmental Protection Agency, the Ohio Environmental Protection Agency, other Federal government agencies, State of Ohio government (the Ohio Department of Development, the Ohio Bureau of Employment Services, and Rapid Response), Greater Dayton and Miami Valley businesses, and national offices of the Plant's labor unions.

The City of Miamisburg established a Mound Transition Office to manage and direct future economic development, environmental, and human resource efforts. Its charter is to solicit, coordinate, and process input received from Mound's stakeholders related to employee benefits, environment, safety and health, and business viability. The Office directs three working groups, the Human Resources Working Group, the Economic Development Working Group, and the Environmental Management Working Group. Members on each Working Group represent the Partnership and key stakeholders.

The Partnership encourages public awareness of the Work Force Restructuring Plan by publishing a stakeholder newsletter. The newsletter, prepared by the City of Miamisburg, explains the working group's decisions and encourages comments from the public and interested parties. In addition, public meetings will be held to discuss changes to the Work Force Restructuring Plan.

### **WORK FORCE REDUCTIONS ARE NECESSARY**

As of December 31, 1993, the Mound work force includes 55 Department of Energy and support service employees, and 1,652 EG&G Mound employees. The 55 Department of Energy and support services employees provide level-of-effort services across the spectrum of Departmental mission and administrative responsibilities. The 1,652 EG&G Mound employees include about 1,030 in Defense, 418 in Environmental Restoration and Waste Management, and 204 in nuclear energy and heat source work. Of those 1,652 EG&G Mound employees, 21% are represented by labor unions. The United Plant Guard Workers of America Union represents 89 employees, and the Oil, Chemical and Atomic Workers International Union represents another 259 employees.

**EG&G Mound WORK FORCE  
Age and Years of Service Matrix  
as of December 31, 1993**

Service Age	0-4	5-9	10-14	15-19	20-24	25-29	30 or more	TOTAL
Under 24	26	---	---	---	---	---	---	26
25-34	162	92	90	---	---	---	---	344
35-44	98	93	230	79	43	4	---	547
45-49	41	39	99	45	55	40	3	322
50-54	25	23	59	18	19	83	17	244
55 and older	31	29	33	9	8	27	32	169
<b>TOTAL</b>	<b>383</b>	<b>276</b>	<b>511</b>	<b>151</b>	<b>125</b>	<b>154</b>	<b>52</b>	<b>1652</b>

Current Federal budget allocations to Mound are declining rapidly<sup>1</sup> from a level of \$184 million in 1994 to the general range of \$120 to \$130 million in 1995. This \$54 to \$64 million reduction for FY 1995 requires reduced employment levels at Mound beginning in May, 1994 in order to meet FY 1995 budget reduction targets.

With the current budget projections, EG&G Mound must reduce overall employment by a

<sup>1</sup> Based on Mound Plant FY 1995 Budget allocation in the President's FY 1995 Budget, February 7, 1994. Additional FY 1995 funding is expected in the May time frame.



cost equivalent of about 450 positions by September 30, 1994, and another 150 positions by September 30, 1995. These reductions reflect a loss of defense work as noted below. Work under environmental restoration and waste management and nuclear energy programs continues at about the same levels through September 1995. It is possible that the final number of reductions may be less, depending on Congressional budget action, but the timing will still require reductions beginning in May, 1994.

**FY 1995 BUDGET REDUCTIONS**  
Occur over 18 month period

FY 1994		FY 1995
600	Total Work Force Restructuring Plan reduction over 18 months, through September 30, 1995.	
- 150	During Phase 1 and Phase 2: Critical and Essential Skill employees (about 150 employees) lock in retirement or voluntary incentives. Continue work through 1994 and into 1995.	
450	Reduction Necessary in each year	150
450	CUMULATIVE REDUCTION	600

Total reductions of about 600 positions are necessary and will be subscribed during May and June, 1994. Since there are 150 critical and essential skill positions necessary to continue Reconfiguration activity transfers and to continue safe facility operations and deactivation and shutdown of facilities and operations, those positions will carry over into 1995. The majority of reductions, about 450 employees, are necessary by this Summer.

- Defense Programs workers will decrease by 450 positions this summer to a level of about 550 positions by September 30, 1994 and by another 150 positions during 1995, to a level of about 400 positions by September 30, 1995. The necessary employment reductions affect direct and support positions. This reduction reflects the Department of Energy's plans to end nuclear weapons production work by September 1994, one year earlier than planned last year, and redirect some of those employees to work associated with the safe shutdown of operations, which is expected to continue through 1995.

By the end of April 1994, stockpile support work ends for:

- Milliwatt generator surveillance;
- High power detonators;
- Flat cables;
- Pyrotechnics;
- Roundwire detonators;
- Ceramic headers;
- Explosive firesets and transducers;
- Nonnuclear ACORN;

- Pyrotechnic powders; and,
- Mechanical Assemblies.

By the end of September 1994, stockpile support work ends for:

- Gas transfer systems;
- Reservoir surveillance;
- Explosive timers; and,
- Sandia-related explosive surveillance.

About 50 employees with critical skills<sup>2 3</sup> are needed to complete the remaining reconfiguration activity transfers for defense technologies to receiver sites during 1995. EG&G Mound will notify those individual employees with critical skills on May 11, 1994.

Between now and September 1994, the Department of Energy and EG&G Mound will develop a deactivation plan to place those defense technology areas into a safe, shutdown condition as soon as possible. Actual deactivation began in April for some areas. The goal is to place specific technology areas into a safe shutdown condition as early as possible, but no later than the end of 1995. About 100 employees with essential skills<sup>4 5</sup> are needed to conduct this work into 1995.

Employees will have opportunities to retrain for new positions or shift into other EG&G Mound positions supporting environmental restoration and waste management, nuclear energy, and other funded activities. Specific skills necessary for continuing employment at EG&G Mound in the defense area after 1994 are:

- Chemistry; Physics; Laboratory Technicians; Chemical Engineering; Electrical Engineering; Mechanical Engineering; Machining; Welding; Security and Protective Forces; Skilled Trades.
- Environmental Restoration and Waste Management workers will essentially remain level at about 420 positions through 1995. Work includes the environmental cleanup, decontamination and decommissioning of facilities and property, waste

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<sup>2</sup> A critical skill employee is one who: (1) has specific technical skills that, if lacking, would cause a delay in production or would have some negative impact on or liability for the facility; or (2) may be employed in a job that is essential to the continued operation of a facility up until it is ready for deactivation, closure, or transition to EM; or (3) is in a job essential to the effective transfer of defense technologies to a donor facility under the remaining reconfiguration program.

<sup>3</sup> For defense work, critical skill areas include flat cable products, mechanical assemblies, high-power detonators, round wire detonators, reservoir surveillance operations, gas transfer systems, calorimeters, milliwatt generator surveillance, commercial sales of tritium, and inertial confinement fusion target production. Skill positions necessary in 1995 include direct and direct support employees in job classifications of mechanical engineers, laboratory technicians, electrical engineers, machinists, chemical engineers, and chemists.

<sup>4</sup> An essential skill employee is one who: (1) possesses skills necessary for the effective daily operation of the facility; or (2) possesses skills necessary for the continuing non-defense missions of EG&G.

<sup>5</sup> For non-defense work, essential skill areas include deactivation, heat source, environmental restoration and waste management, and crucial administrative areas that may be adversely impacted should key personnel or groups of personnel choose a voluntary separation package or be laid off.

operations, waste management, waste minimization, and other cleanup related technology transfer efforts.

Future work opportunities in the environmental restoration and waste management areas will focus only on specific cleanup or decontamination and decommissioning projects. Employees will have opportunities to retrain for new positions or shift into other EG&G Mound positions supporting continuing EG&G Mound activities. Specific skills necessary for continuing employment are:

- Environmental Engineering; Chemical Engineering; Chemistry; Laboratory Technicians; Industrial Engineering; Environmental Science; Health Physics; Industrial Hygiene; Civil Engineering; Skilled Trades and decontamination workers.

Direction and management of the environmental restoration and waste management work at the Mound site assumes that the existing Department of Energy and EG&G Mound contract vehicle will continue for the foreseeable future. Regardless of the contract mechanism used for procuring environmental restoration and waste management services, the Department of Energy will request that its contractors and subcontractors give first consideration to hire existing, displaced or laid off EG&G Mound employees for this work, based on the required skill mix. To accommodate changing skill mix requirements, retraining and other education assistance will be available. Any change in contracting mechanisms at Mound shall accommodate the specific objectives of this Plan, including transitioning workers from defense to environmental restoration and waste management, regardless of whatever tier contractor or subcontractor performs the work, whenever practicable. EG&G Mound will exercise its best effort to utilize EG&G Mound employees to perform any environmental restoration and decontamination and decommissioning work permitted under its prime contract with its own forces. Employees will be retrained for environmental restoration and waste management activities at Mound or other Department of Energy facilities as a result of this Plan. Neither EG&G Mound nor subcontractors who conduct environmental restoration after approval of this Plan, shall enter into any arrangements which limit or interfere with the hiring of displaced or laid off EG&G Mound employees. Laid off EG&G Mound employees shall, to the extent practicable, receive preference in any hiring by the Department of Energy, consistent with applicable employment seniority plans or practices of the Department of Energy and with Section 3152 of the FY 1991 National Defense Authorization Act. To ensure preferential hiring goals for environmental restoration work are achieved, the Department of Energy shall amend its contract with EG&G Mound within 30 days after approval of this Plan so that mechanisms are in place for contractor and subcontractors to comply with this plan.

- **Nuclear Energy and Heat Source** workers will remain level at about 200 positions through 1995. Future work opportunities will focus on continuing production of radioisotopic thermoelectric generators, heat sources, general purpose heat sources, and stable isotopes for Department of Energy and National Aeronautics and Space Administration customer needs. Specific skills necessary for continuing employment are:
  - Chemistry; Physics; Laboratory Technicians; Chemical Engineering; Chemical

Processing; Electrical Engineering; Mechanical Engineering; Machining; Nuclear Engineering; Welding; Security and Protective Forces; Skilled Trades.

- Administrative, overhead, and landlord positions with EG&G Mound, serving as the management and operating contractor to the Department of Energy, will decrease in line with overall EG&G Mound reductions in the above programs. Specific skills necessary for continuing employment are:
  - Logistics and Information Management; Business Administration; Finance, Accounting; Purchasing; Education; Public Affairs; Contracts; Procurement; Legal; Human Resources; Project Management; Program Management; Environmental Engineering; Health Physics; Safety Engineering; Industrial Hygiene; Industrial Engineering; Facility Engineering and other engineering disciplines; Security and Protective Forces; Skilled Trades
- Department of Energy workers may increase by 100 through 1995 to a level of around 150 thereafter. This reflects the Department's decision to establish an Ohio Field Office in Miamisburg to consolidate management of the Department's cleanup and economic development activities at most of its Ohio sites and the West Valley, New York site. The Ohio Field Office is planned for operation by October 1994. Specific skills necessary for continuing employment are:
  - Public Administration; Business Administration; Human Resources; Finance, Accounting; Purchasing; Education; Public Affairs; Contracts; Procurement; Legal; Project Management; Program Management; Environmental Engineering; Health Physics; Safety Engineering; Industrial Hygiene; Industrial Engineering; Facility Engineering and other engineering disciplines.

#### COMMERCIAL DEVELOPMENT IS KEY TO THE FUTURE OF MOUND

The Partnership of the Department of Energy, the City of Miamisburg, and the EG&G Mound is developing a process<sup>6 7</sup> to promote commercial use of the site. The goal of these efforts is to bring multiple private sector firms onto the Mound site to use the people,

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<sup>6</sup> Criteria for new business selection will include an evaluation of how each business proposal meets each of the following objectives: no increased hazard to the environment or to the safety and health of the employees or the surrounding area; the probability of new business success to include resources and commitment of proposed owner, technology base of new owner, and likelihood of near term solvency and long term success; optimal use of Mound's existing work force and technology base; lack of increased or undue legal liabilities due to the formation of the company; ownership by existing employees; and ownership by local business or business consortium.

<sup>7</sup> As each new business proposal is received, it is reviewed by a New Business Team, representing members of the City of Miamisburg, the Department of Energy, and EG&G-Mound. If proposals are deemed promising (based on defined criteria), one review team conducts a technical analysis for compatibility with the technology and infrastructure of the site while another review team assesses commercial business viability. If both reviews are positive, the proposal is accepted and a lease negotiation is begun between the Department of Energy and the Community Investment Corporation for specific buildings requested in the new business proposal.

technology, and facilities no longer needed for defense missions. If viable businesses use those assets, the potential for large numbers of lost jobs is significantly reduced.

In the short term, the preferred strategy to make commercialization work is:

- The Department of Energy will reduce the security perimeter and consolidate remaining classified operations. This will open up the site for potential access by commercial businesses.
- The Department of Energy will work with the U.S. Environmental Protection Agency and the Ohio Environmental Protection Agency to identify and potentially reprioritize to include economic development as a priority those cleanup efforts that may provide a higher return on investment and additional commercial opportunities without undermining community and worker health and safety concerns.
- The Department of Energy will establish Economic Development and Technology Deployment Centers (user facility). This designation will allow private firms to use the capabilities of the site while solving short-term industrial problems. This should stimulate additional commercial opportunities to develop on site and help bridge the near term loss of technology caused by the accelerated decommissioning process.
- EG&G Mound will pursue Work for Others, Technology Transfer, Cooperative Agreements, and Cooperative Research and Development Agreements to promote the unique technologies of the site while working with private industry.
- The City of Miamisburg will develop financing programs that will complement existing opportunities available through the Small Business Administration, County Corp, and conventional lenders to increase the opportunity for new business to gain financial assistance.
  - The City will establish a program to guarantee conventional financing and provide leverage for existing or new business prospects at Mound. The goal is to encourage private sector investment in business opportunities with higher risk.
  - The City will establish a pilot/prototype program to assist new or existing businesses in bringing a new technology to market by "seeding" projects. Projects would provide a near term return on investment and preserve Mound's assets and resources. Funds will provide start-up capital, loaned at interest rates and terms negotiated by the parties.
- The City of Miamisburg will establish a fund for leasehold improvements to existing Mound facilities. Improvements necessary for commercial business would include modifications of existing equipment to meet the needs of new customers and construction or modification of buildings and areas. In the future, the program may fund the development of an industrial park on the South property acreage or other local sites.
- The Department of Energy will develop a Community Reuse Organization to serve as a means for policy input for Mound Stakeholders and a Community Improvement

Corporation to administer certain aspects of the economic development efforts.

- EG&G Mound will develop and the City of Miamisburg will fund a new mechanism to permit Mound to do private work as a bridge mechanism to final commercialization.
- The City of Miamisburg will develop a business development process for Mound employees to assist them in furthering their entrepreneurial interests.
- The City of Miamisburg will conduct marketing activities to attract new businesses to Mound, and attract work from existing commercial concerns.
- The Department of Energy will lease selected buildings and equipment to the City of Miamisburg for less than fair market value.
- The City of Miamisburg will sub lease buildings and equipment to private firms (that may include employee spinoff businesses). Businesses may receive favorable use terms as necessary to offset the risk associated with the venture.
- The City of Miamisburg will establish a business incubator to assist newly formed Mound businesses in maturing into viable commercial concerns.

Beyond those activities to commercialize Mound's assets, EG&G Mound may reduce future costs through privatization of some services. In the event of future privatization of EG&G Mound activities, the Department of Energy commits to meet the intent of the 3161 Plan objectives for affected workers. The Department of Energy will develop a privatization policy in 1994, using the human resource and economic development working groups sponsored through the City of Miamisburg.

For the longer term, the Department of Energy will determine the feasibility of the sale or formal transfer of title to those assets to either the City of Miamisburg or the General Services Administration.

Most future employment at the Mound site will not be under the umbrella of Department of Energy sponsored work. The actions of the Partnership to promote commercial use of the Mound site should provide new jobs. If commercial development is successful, there will be more jobs in the Mound community than currently reside at Mound today.

#### THE PLAN REQUIRES EMPLOYEE CHOICES

If your position is subject to work force restructuring, you must make some personal choices now. For the most part, the options that may be available to EG&G Mound employees subject to work force restructuring are:

- Stay and work with EG&G Mound; or
- Retire; or
- Take a voluntary transition; or
- Be laid off.

The Work Force Restructuring Plan provides various incentives to help minimize the impact of work force reductions. This Plan focuses on EG&G Mound employees since their overall numbers are subject to reduction. No specific incentive programs are provided for Department of Energy Miamisburg Area Office employees since their positions are not subject to overall reductions. No specific incentive programs are provided for A-Plus Services, Geotech, or Bartech employees since their positions are support services under contract to the Department of Energy or EG&G Mound. However, those support services workers may use the outplacement assistance through the Mound Transition Center.

### DECISION/TIME MATRIX

December 6 - April 22	May 2 - June 15 Phase 1	After July 5, 1994 Phase 3	
Work Force Restructuring Plan Drafts, Employee reviews, Public Comment, Approval.	May 2 - June 30 Phase 2		
	Stay and Work		With EG&G Mound
	Choose to Retire, either already eligible or through Plan's early retirement program. (Phase 1)		
	Choose to apply for a Voluntary Transition. (Phase 2)		
		WARN Notice <sup>8</sup> issued to workers in early July, 1994.	
		Be Laid Off in September or choose contract severance. (Phase 3)	

<sup>8</sup> The Worker Adjustment and Retraining Notification Act (WARN Act) requires 60 days prior notification before site closure or layoffs of 33 percent of the employees or a total layoff of more than 500 employees within a 90-day period. 60-days pay and benefits may be utilized in lieu of notice under the WARN Act.

## If You Choose to Stay and Work With EG&G Mound

Work under the sponsorship of Defense Programs is subject to termination. About 50 critical skill<sup>9</sup> positions are supported beyond 1994. If you are not told you are a critical skill by your EG&G Mound management on May 11, 1994, you may choose to transfer to other work at Mound, if available, retire, or apply for a voluntary transition. Otherwise, you may be subject to a layoff.

Job sharing programs may be available through EG&G Mound for those of you who choose to continue to work at EG&G Mound while you train, retrain or use a tuition program. However, participation in job sharing programs is contingent on your EG&G Mound vice president's approval and your qualifications to conduct the remaining shared work. You need to understand that participation in these job sharing programs will change your employment status from full time to part time, with changes in your benefits such as vacation accrual and overall pay. In addition, as a part time employee, you are more vulnerable under a layoff situation.

There is a need to retain critical skill<sup>10</sup> workers to complete the transfer of defense technologies to receiver sites under the sponsorship of the Reconfiguration Program. Rather than prohibit those of you with critical skills from choosing retirement or a voluntary transition, we want to encourage you to stay and complete your work. During either Phase 1 or Phase 2, if you will commit to stay and complete that necessary work, you will have the opportunity to choose a retirement or voluntary transition regardless of when the work is complete. For example, if your work extends through August 1995, you will then have September 1995 to choose the retirement option (if you are then eligible) or the voluntary transition option if you are not eligible for retirement. This option is available to you only if you are designated by EG&G management in a critical skill position and only if you specifically request retirement or a voluntary transition in the appropriate Phase.

There is also the need to retain workers with essential skills<sup>11</sup>. The possibility exists that an employee or group of employees may elect to take advantage of the incentives proposed in this plan and terminate from EG&G Mound, leaving management without the personnel possessing the essential skills necessary to operate the facility or to safely terminate and deactivate operations and achieve facility shutdown. Should this occur, employees may be asked by management to delay their departure from EG&G Mound for up to 12 months to complete their essential job or to adequately train replacement personnel. This action requires the approval of the Department of Energy. If you are designated an essential skill employee, and you agree to delay your departure, you will have the opportunity to choose the retirement option (if you are then eligible) or the voluntary transition option if you are not eligible for retirement. This option is available to you only if you are designated by EG&G management in an essential skill position and only if

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<sup>9</sup> See footnotes 2 and 3.

<sup>10</sup> See footnotes 2 and 3. EG&G-Mound management will inform you on May 11, 1994 if you are considered critical skills.

<sup>11</sup> See footnotes 4 and 5.



you specifically request retirement or a voluntary transition in the appropriate Phase.

An employee subject to lay off may also possess **essential skills**. Those employees may also be asked by management to delay their departure for up to 12 months to complete their essential job or to adequately train replacement personnel. Should that employee agree to delay their departure, their severance pay will include their additional time spent retraining personnel. This action also requires the approval of the Department of Energy.

You can receive the education assistance and outplacement assistance benefits while you remain in active employment status in either defense, environmental restoration and waste management, or nuclear energy work. You must apply for these Plan benefits through the Mound Transition Center. As a continuing EG&G Mound employee, you may also receive similar benefits through your EG&G Mound benefits program.

#### If You Choose to Retire

To be eligible to retire as defined in your EG&G Mound Pension Plan, you will need to be age 55 and have 5 years of vesting service by the end of the Phase 1 window, that is by June 30, 1994.

Because of the large number of reductions necessary, an early retirement program is included under this Plan. If you are under age 55, but at least 49 years of age with Combo-80, and age 50-54 with at least 10 years of vesting service by June 30, 1994, you may retire. Retirement incentives are available only to regular full time and regular part time EG&G Mound employees.

There will be a 45-day window for you to choose whether you want to retire. On May 2, 1994, you will have the opportunity to choose whether you want to retire and receive the incentives under this Plan. You then have up to 45 days to make your choice. At the end of the 45-day window, you have seven days to rescind your selection. If you do retire, you are expected to process out of EG&G Mound no later than June 30, 1994.

If you are already eligible to retire, your pension benefits are calculated according to established EG&G Mound pension criteria<sup>12</sup>. Under this Plan, however, your pension reduction will be the lesser of either 1) the current plan requirement of 3% per year for each year less than age 65, or 2) Ten (10) percent for each point less than Combo-80. For example, if you are age 55 with 20 years of service, your Combo is 75 and your benefit will be reduced by 30% (versus 50% under the proposed plan). If you are age 55 with 24 years of service, your Combo is 79 and your benefit will be reduced by only 10% (versus 30% under your current plan).

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<sup>12</sup> If you are age 55 and have 5 years of vesting service at the time of your termination, you are vested in the EG&G-Mound retirement plan and you can receive retirement payments from that plan. The earliest you can retire is age 55. If you do not have "Combo-80", your pension payment is reduced by 3% for each year the payment starts earlier than age 65. You can only receive an unreduced payment if you have "Combo-80", which requires your age and vesting service equal 80.

If you are already eligible to retire under the EG&G Pension Plan requirement (age 55 or greater), you will receive your EG&G Mound pension benefits as calculated by the Pension Plan or 3161, whichever is greater. You will also receive an additional one-time transition assistance payment equal to 3 months of your current base pay plus an additional 1.25% for each complete year of vesting service. For example, if your base pay is \$40,000 and you have 25 years of service, you will receive a one-time payment of \$22,500 (\$10,000 for the 25% pay share and \$12,500 for the complete year of service share); if your base pay is \$75,000 and you have 25 years of service, you will receive a one-time payment of \$42,188 (\$18,750 for the 25% pay share and \$23,438 for the complete year of service share). The payment is income and is taxable.

If you retire under the early retirement program, your pension benefits are calculated based on your Combo-80 factor. If you have Combo-80, you will receive no reduction in your pension benefit. If you are not Combo-80, your pension benefit will be reduced by 10% for each point you are below Combo-80. For example, if you are age 52 and have 26 years of vesting service, your Combo factor is 78. Your benefit is reduced by 20%, two points below 80. In all cases, your total reduction will be the lesser of 1) Ten (10) percent for each point less than Combo-80, or 2) a 50% reduction.

If you are less than age 55 and you retire under the early retirement program, you will receive a monthly annuity based on calculations described above. You will also receive an additional transition assistance payment. The payment equals 3 months of your current base pay plus an additional 1.25% for each complete year of vesting service. For example, if your base pay is \$40,000 and you have 25 years of service, you will receive a one-time payment of \$22,500 (\$10,000 for the 25% pay share and \$12,500 for the complete year of service share); if your base pay is \$75,000 and you have 25 years of service, you will receive a one-time payment of \$42,188 (\$18,750 for the 25% pay share and \$23,438 for the complete year of service share). The payment is income and is taxable.

There is no lump sum payment option available under this Plan, beyond that already provided through your EG&G Mound Pension Plan criteria. For those who retire during Phase 1, EG&G Mound will not waive the one-year notice normally required for salaried employees to receive pension benefits in a lump sum.

For other employees, your pension benefits will remain vested with the EG&G Mound pension fund if you have 5 years of vesting service when you terminate employment. The EG&G Mound pension fund was not designed to be portable; that is, employees can not readily transfer assets as employers change. As an EG&G Mound employee, you do not contribute to your pension fund; the Department of Energy pays the EG&G Mound pension fund amounts on your behalf, based on actuarial studies and legal requirements.

Under either retirement program of this Plan, you can receive the Retiree Medical Plan benefits if you have 10 complete years of vesting service at your time of retirement. If you do not have the 10 years of vesting service, you are eligible for the Displaced Worker Medical Benefits.

You will receive the outplacement services through the Mound Transition Center. You will not, however, receive education assistance, relocation assistance, and preferential hiring benefits under this Plan. Other assistance programs may be available to you through the State of Ohio, the U.S. Department of Labor, and the Small Business Administration, but you will be responsible for application and for the cost of those other programs. As an example, you may apply for education benefits under the Job Training Partnership Act (JTPA) through the Mound Transition Center.

If you retire, you must agree that you will not accept employment with EG&G Mound or any other company serving as the Department of Energy's prime contractor at the Mound site for a period of five years from your effective date of retirement. However, you will be able to seek employment with any private company conducting commercial work at Mound.

You may want to seek positions with the Department of Energy through normal Federal personnel channels. A Standard Form 171 is required. However, Department of Energy employees from other sites may have preference over you for placement in Federal positions at Mound, especially if the Department of Energy is operating under an overall Reduction-in-Force itself.

You can wait and retire at a later date other than during Phase 1, but there may be no early retirement or no transition assistance payment available at that time.

#### **If You Choose to Take a Voluntary Transition**

Once the number of eligible retirees choose their option under Phase 1, a specific number of voluntary transitions will be available to the remaining work force. The Voluntary Transition option is available only to regular full time and regular part time EG&G Mound employees.

On May 2, 1994, you will have the opportunity to apply for a voluntary transition under this Plan. Once you make your choice over the following 60 days, you will have five days to rescind your application.

Once you apply for a voluntary transition in the Phase 2 window, you may terminate your employment with EG&G Mound and accept employment with another company. Your application for a voluntary transition will remain valid, if it was submitted within the Phase 2 window, until a selection is made in July.

You need to understand that any EG&G Mound employee can apply for this voluntary transition option, but priority will be given to the most senior employees. For purposes of this Plan, seniority equates to length of service. It is possible that even if you apply for a voluntary transition, you may not be selected if another EG&G Mound employee is more senior. For example, if the number of total voluntary transitions available is 500, and 650 apply, the 500 most senior will be selected at the end of the Phase 2 window, even though the more senior person might have applied later in the process. If you are a less senior employee, you have a risk that even if you apply in the Phase 2 window, you may not be selected for a

voluntary transition.

EG&G Mound will select those eligible for the voluntary transition option after the Phase 2 window closes on June 30, 1994. On July 14, 1994, EG&G Mound will inform you whether your voluntary transition has been approved. If you are selected for the voluntary transition option, you are expected to process out of EG&G Mound no later than July 28, 1994.

Should the necessary number of voluntary transitions be met, no layoffs will occur at this time. If the necessary number of total reductions is not achieved through the voluntary transition option, layoffs will be necessary.

If you are selected for a voluntary transition under Phase 2, you will receive a transition assistance payment of 3 months of your current base pay plus an additional percentage of pay based on your length of vesting service.

- If you have less than 5 complete years of vesting service, you will receive 3 months base pay;
- If you have 5 through 9 complete years of vesting service, you will receive 3 months base pay plus an additional 1.0% for each complete year of that service; or,
- If you have 10 or more complete years of vesting service, you will receive 3 months base pay plus 1.0% for each complete year of service from 5 through 9 years, plus an additional 0.5% for each complete year of service from 10 years or more.

For example, if your base pay is \$40,000 and you have 15 years of vesting service, you will receive a one-time payment of \$15,600 (\$10,000 for the 25% pay share and \$5,600 for the complete year of service share); if your base pay is \$40,000 and you have 8 years of service, you will receive a one-time payment of \$11,600 (\$10,000 for the 25% pay share and \$1,600 for the complete year of service share). The payment is income and is taxable. See the Appendix table for each year of service factor.

You may receive the displaced worker medical benefits, if you have EG&G Mound health plan coverage at time of separation. You can also receive education assistance, outplacement assistance, and relocation assistance. Other assistance programs may be available to you through the State of Ohio, the U.S. Department of Labor, and the Small Business Administration, but you will be responsible for application and for the cost of those other programs.

If you choose the voluntary transition option, you must agree that you will not accept employment with EG&G Mound or any other company serving as the Department of Energy's prime contractor at the Mound site for a period of five years from your effective date of separation. However, you will be able to seek employment with any private company conducting commercial work at Mound.

You may want to seek positions with the Department of Energy through normal

Federal personnel channels. A Standard Form 171 is required. However, Department of Energy employees from other sites may have preference over you for placement in Federal positions at Mound, especially if the Department of Energy is operating under an overall Reduction-in-Force itself.

You can wait and terminate your employment at a later date other than Phase 2, but there may be no transition assistance payment available to you at that time.

### **If You Are Laid Off**

You may be laid off if you do not elect to take retirement, a voluntary transition, or if insufficient numbers of your co-workers either do not retire or do not take a voluntary transition.<sup>13</sup> A WARN notice will be issued to affected employees in early July, 1994. If you receive such a notice, you are subject to a potential layoff.

In an effort to reduce the numbers of layoffs that may be necessary, EG&G Mound will minimize subcontracting out, except where small and disadvantaged business contracting rules or other legal or procurement obligations take precedence. No later than the end of May, 1994, EG&G Mound will identify the number of subcontractors and develop a plan for the Department of Energy to bring such work in-house, to the extent practicable. In addition, EG&G Mound will attempt, to the extent practicable, to allow full time workers subject to layoff to replace current temporary and part time workers.

The process for involuntary layoffs is outlined in Mound's Administrative Policy 71-66. For salaried employees, the severance pay plan applies for termination in lieu of layoff. For example, you will receive one-quarter month's base pay for each complete year of vesting service plus an additional one-quarter month's base pay; for example, if you have 26 years of service, you will receive a severance payment equal to six and three-quarters months pay. For bargaining unit employees, labor agreements apply. For example, you will receive one week of pay for each completed year of vesting service; if you have 26 years of service, you will receive a severance payment equal to 26 weeks of pay.

You may receive the displaced worker medical benefits, if you have EG&G Mound health plan coverage at the time of termination. You can also receive education assistance, outplacement assistance, relocation assistance, and preferential hiring benefits. Other assistance programs may be available to you through the State of Ohio, the U.S. Department of Labor, and the Small Business Administration, but you will be responsible for application and for the cost of those other programs.

You are encouraged to seek employment with any private company conducting commercial work at Mound. If you are a laid off EG&G Mound employee, you will be given first consideration, if qualified or able to qualify within a reasonable time

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<sup>13</sup> If you are not age 55, but have 5 vesting service when you terminate, you are a vested terminnee. For each year pension payments begin before age 65, there is a 3% reduction per year. Vested termination payments from the pension plan cannot begin before age 55. "Combo-80" does not apply to vested terminations.

frame through training, for future job openings at the Mound site for Department of Energy sponsored work.

You may want to seek positions with the Department of Energy through normal Federal personnel channels. A Standard Form 171 is required. However, Department of Energy employees from other sites may have preference over you for placement in Federal positions at Mound, especially if the Department of Energy is operating under an overall Reduction-in-Force itself.

### TRANSITION ASSISTANCE PAYMENTS

Your Percent of Pay Under Each Option

Your years of service	<u>Option:</u> Choose to retire, if already eligible, in "Phase 1"	<u>Option:</u> Choose to retire under Early Retirement Program of "Phase 1"	<u>Option:</u> Take a Voluntary Transition in "Phase 2"	Be Laid Off <sup>14</sup> in "Phase 3" (Contract Severance)
5	31.2%	---	26.0%	10.4%
10	37.5%	37.5%	31.5%	20.8%
20	50.0%	50.0%	46.5%	44.4%
30	62.5%	62.5%	61.5%	62.4%
40	75.0%	75.0%	76.5%	83.3%

<sup>14</sup> Contract severance calculations differ for hourly and salaried positions. See discussion under "If You are Laid Off."

### BENEFITS ARE AVAILABLE TO THE WORK FORCE

As a result of the Employee Transition Survey and stakeholder discussions, a variety of benefits and services are available to EG&G Mound employees. Most benefits and services are available to you through the Mound Transition Center, located in GH-Building. The Department of Energy will provide funds to the Mound Transition Center to conduct these benefits and services. Other benefits and services are available through the EG&G Mound administrative office or through the State of Ohio, the Department of Labor, Department of Commerce, or other Federal, State, or local government agencies. The Mound Transition Center will assist you in contacting other organizations for services.

The following table shows which benefits, under this Plan, you are eligible for.

**YOUR ELIGIBILITY FOR BENEFITS UNDER THIS PLAN**

	Retiree Medical Plan	Displaced Worker Medical Benefits	Education Assistance	Outplacement Assistance	Relocation Assistance	Preferential Hiring
Stay and work at EG&G Mound	na	na	✓	✓	na	na
Retire	✓	na	na	✓	na	na
Take a Voluntary Transition	na	✓	✓	✓	✓	na
Wait for an Involuntary Layoff	na	✓	✓	✓	✓	✓
EG&G "casual employees", Bartech, A-Plus Services, and Geotech employees	na	na	na	✓	na	na

na—not applicable; If you stay at EG&G Mound, you continue to receive benefits available under the contract.

### **Medical Benefits**

If you stay and work at EG&G Mound, you continue to receive medical coverage under your existing health plan, as long as you remain a regular full time or regular part time employee. If you choose to retire, you will receive medical coverage under the Retiree Health Plan, if you meet the 10 years vesting service requirement for that benefit. If you do not have the 10 year vesting service requirement, you are eligible for Displaced Worker Medical Benefits, as described below.

If you take a voluntary transition or are laid off, you can receive medical coverage under the Displaced Worker Medical Benefits, which replaces Consolidated Omnibus Reconciliation Rate (COBRA) medical plan continuation. This benefit does not apply to workers who would otherwise be eligible for coverage under another program, such as through a new employer or their spouse's company's medical plan.

Benefits are provided to you from your date of termination<sup>15</sup> if you are not eligible for coverage under another employers group health plan or Medicare. Monthly certification to your EG&G Mound benefits office is necessary to retain these benefits. Your cost for continuing full coverage under the Mound Health Plan is:

- First year after termination: you pay active employee contribution;
- Second year after termination: you pay one-half the COBRA rate; and,
- Third year and future years after termination: you pay the full COBRA rate.

If you are covered by the Dental Plan at time of separation, dental plan coverage is also available to you through COBRA. You will pay the full COBRA rate including the 2% administrative charge in all years. You will apply for these displaced worker medical benefits and the dental plan through your EG&G Mound benefits office. The Department of Energy will not subsidize dental plan coverage under this Plan since it is supplemental to your basic employee benefit package.

For employees who leave Mound as a result of this Plan, the Department of Energy will require the appropriate Mound contractor to establish and maintain a medical surveillance program. Employees who have had a known positive intake of radioactivity, as verified by bioassay measurements, may request inclusion in this program. Insofar as possible, the program established shall be consistent with the Department of Energy-wide program anticipated to be established pursuant to Section 3162 of Public Law 102-484, and shall be subsumed by the Department's program at the appropriate time.

### Education Assistance

If you want to train for new career paths, you should identify: 1) your current skills; 2) whether those skills apply to Mound's continuing Government-sponsored mission needs; and, 3) what skills and training are necessary for career fields consistent with Mound's future missions or your personal career goals. If you remain at Mound, training and education consistent with Mound's future mission will continue to be administered by EG&G Mound through the training organization and tuition reimbursement program.

The DOE will provide funds for education assistance for individuals who:

- have accepted a voluntary transition and are ineligible to receive Job Training Partnership Act (JTPA) benefits<sup>16</sup>;

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<sup>15</sup> You must be covered by the Mound Health Plan, either Mutual of Omaha or a Health Maintenance Organization, at time of termination.

<sup>16</sup> You must first apply for JTPA education benefits through the Mound Transition Center. If JTPA benefits are denied, you are eligible to receive education assistance under this Plan.



- have been involuntarily laid off and are ineligible to receive Job Training Partnership Act (JTPA) benefits; or
- remain at Mound, but wish to choose an education program which will not support Mound's future government missions.

Job Specific programs are considered to be programs which do not result in a degree from an accredited college or university, but rather provide the skills necessary to perform work in a specific field. Course work at technical schools, vocational schools, and colleges and universities is accepted in this program.

Degree programs include licensing, certification, qualification, life experience credits, and degrees offered by an accredited college or university, such as Wright State University, Sinclair Community College, the University of Dayton, and the Ohio State University. Other accredited college and university programs are eligible.

Your Education Assistance program must begin within one year from September 30, 1994. The Department of Energy will support this assistance two years after that effective date. You may choose either a Job Specific program, with cost up to \$5,000, including the cost of books, or a Degree program, with cost up to \$10,000, including the cost of books. If you choose a Degree program, you may, with Mound Transition Center approval, extend the time frame for an additional two years beyond the initial two year period. However, no additional funds are available beyond the \$10,000 limitation.

You will apply for all Education Assistance through the Mound Transition Center. The Department of Energy will provide funds to the Mound Transition Center to coordinate education assistance programs. The Mound Transition Center will leverage these funds with other funds obtained through the State of Ohio, the Department of Labor, and the Department of Commerce, to establish a clearing house for academic and technical training assistance. The Center will negotiate with local educational institutions, such as Wright State University, Sinclair Community College, the University of Dayton, and the Ohio State University, and other accredited programs, to provide specific classes meeting the needs of EG&G Mound employees, defined through the Employee Transition Survey. You may also choose other institutions outside of the local community. If you remain at Mound, you may consider job sharing to support your income and to promote access to these education assistance programs. Job sharing programs are available, but must be approved by your respective EG&G Mound vice president. Other education or training programs are available from the Ohio Bureau of Employment Services.

### **Outplacement Assistance**

Outplacement assistance includes job searches, job market information, resume preparation, interview skills, personal finance counseling services, skills and interest assessments, and other services included in an Employee Assistance Program.

The Employee Transition Survey identified the following services as most important to you.

- Current skills enhancement;
- Job search strategies;
- Career counseling;
- Aptitude, interest, and skills assessment; and,
- New business counseling.

The Mound Transition Center in GH-Building houses computer data bases to provide you information on local, state, and national job opportunities, information on educational financial aid, and retirement planning. The center provides you a menu of services and seminars to allow you to enhance your job skills, and provide courses in job search strategies and other career counseling. The center will conduct some services on site, but the center may contract with outside sources to obtain other specialized information for your needs. Some services, such as small business technical assistance through Project BO\$\$, are available. Professional staff are available on site in GH-Building to help you understand how the center operates. Other outplacement services and information are available from the Ohio Bureau of Employment Services and the Department of Labor.

Services are available to you until you are either gainfully employed after termination or for up to 12 months, whichever occurs earlier. You will apply for these programs through the Mound Transition Center. The outplacement services are not treated as income and are not taxable.

#### **Relocation Assistance**

Relocation assistance up to \$5000 is available to you only if you are hired at another Department of Energy site. This amount is available if your new employer does not offer any relocation assistance. Documented receipts are necessary for reimbursement. You will apply through the Mound Transition Center with requests for assistance. The relocation assistance is treated as income and is taxable.

Your actual relocation must begin within two years of the end of Phase 2 or within two years of the date you are laid off. The Department of Energy will not support relocation after that time. Other relocation assistance programs are available from the Ohio Bureau of Employment Services.

#### **Preferential Hiring**

If you are laid off, every effort will be made to expand your job opportunities within the Department of Energy community through preferential hiring treatment.

The Department of Energy will use the Ohio Field Office to coordinate human resource activities between the Mound site and the Fernald site, especially related to cleanup and decontamination and decommissioning activities, and at other sites under its jurisdiction. In the interim, the Miamisburg Area Office and the Fernald Office will coordinate these human resource issues. In addition, the Department of Energy will promote hiring of laid off EG&G Mound employees for jobs with contractors at other Department of Energy sites.

If you are a laid off EG&G Mound employee, you will be given first consideration, if qualified or able to qualify within a reasonable time frame through training, for future job openings at the Mound site for Department of Energy sponsored work. The City of Miamisburg will also encourage private sector firms who wish to do business with the City and use Mound's assets to use displaced or laid off EG&G Mound workers<sup>17</sup>. EG&G Mound will also support your placement at other Department of Energy sites through the Department's contractor resume exchange program, available through the Mound Transition Center. The Mound Transition Center will have electronic data access to job opportunities, whether full time or part time positions, at other Department of Energy sites. If you have an interest in one of those jobs, the Mound Transition Center and EG&G Mound will work with you to promote your application for that job.

Conversely, laid off workers from other Department of Energy sites may receive preferential treatment for available positions at EG&G Mound, but only after EG&G Mound determines the position cannot be filled by laid off EG&G Mound employees. EG&G Mound will review those available surplus contractor resumes for consideration before hiring from outside the Department of Energy community.

EG&G Mound will minimize outside hiring. Exceptions will be made for individuals with skills which do not exist at EG&G Mound and for positions which do not have interested EG&G Mound employees who are qualified or can become qualified in a reasonable time frame through education assistance programs. The Department of Energy, Miamisburg Area Office will review each exception request for acceptability.

#### **Transition Assistance Payments**

If you choose a transition assistance payment under retirement, early retirement, or through a voluntary transition, you may select a payment method to ease your income tax burden. You may choose to: 1) receive the entire payment in calendar year 1994; 2) receive the entire payment in calendar year 1995; or 3) receive half of the payment in each year. Your selection must be made by the end of your Phase 1 or Phase 2 selection. You will need to discuss with the State of Ohio and your local unemployment office whether a delayed payment impacts your eligibility for immediate unemployment benefits.

You should also discuss the implications of this payment option with a financial advisor to assure that you do not jeopardize or otherwise adversely affect your eligibility for social security, unemployment or other benefits or your tax liability.

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<sup>17</sup> See footnotes 4 and 5, concerning process for new business selection.

## PLAN UPDATE

This Work Force Restructuring Plan is effective from April 25, 1994 through September 30, 1995. It addresses the specific reductions necessary in 1994 and 1995 to accommodate the Department of Energy's FY 1995 Budget.

Future work force reductions will use this Plan as a broad outline. However, the full menu of incentives and benefits defined in this Plan may not be used, depending on the number of total reductions. For example, a reduction of less than 50 employees may be accomplished through a voluntary transition, but not with an early retirement program; a layoff of 10 employees may use the standard EG&G Mound severance procedures. There is no guarantee that the transition assistance payments will be the same. In any case, future reductions will require modification to this Plan.

### Chronology of Events for this Plan

Continuing since July 1993: City of Miamisburg's Human Resources Working Group met weekly to discuss concerns about work force future. Membership includes:

- City of Miamisburg;
- Department of Energy;
- EG&G Mound Applied Technologies;
- Oil, Chemical and Atomic Workers International Union;
- United Plant Guard Workers of America;
- Mound Citizens Action Group (MCAG);
- Miamisburg Environmental Safety and Health (MESH).

December 6, 1993: Broad announcement of work force restructuring made to public.

December 10, 1993: Human Resources Working Group requests Employee Transition Survey from all Mound employees. Survey requests information on employee needs, career paths, training and education needs. 1,040 employees respond.

January 19 and 20, 1994: Predecisional Draft Plan provided to all Mound employees; Employee seminars and information sessions held; employee comments provided on Predecisional Draft Plan.

February 23, 1994: revised Predecisional Draft Plan provided to Mound employees and formally sent to Albuquerque Operations and Headquarters for review.

March 2, 1994: Public meeting held to discuss revised Predecisional Draft Plan; comments provided on revised Predecisional Draft Plan and incorporated, as appropriate.

April 7, 1994: Headquarters, Department of Energy approves voluntary separation plan.

April 14, 1994: Final Draft Plan provided to Department of Energy for approval.

May 2, 1994: Voluntary work force reductions begin.

May 9, 1994: Task Force on Worker and Community Transition approves Mound Plant Work Force Restructuring Plan.

**PROJECTED COSTS FOR WORK FORCE RESTRUCTURING**  
(dollars in millions)

PLAN COMPONENTS	FY 1994	FY 1995	FY 1996	3-Year Total
<b>WORK FORCE RESTRUCTURING</b>				
<b>Cash Payments to Those Who Choose and Are Already Eligible to Retire:</b> Assumes 65% of Combo-80 employees and 50% of nonCombo-80 employees (total of 97 of 172) retire and take cash payment.	\$ 2.3	\$ ---	\$ ---	\$ 2.3
<b>Plan Incentive to Retire Early:</b> Assumes 60% of Combo-80 employees (37 of 60) and 40% of nonCombo-80 employees (65 of 161) retire under early program. Assumes 50 critical or essential skill employees sign up in 1994 and work into 1995.	\$ 3.0	\$ 2.9	\$ ---	\$ 5.9
<b>Cash Payments to Those Who Choose Early Retirement:</b> Payments to 102 employees. Assumes 50 critical or essential skill employees sign up in 1994 and work into 1995.	\$ 1.5	\$ 1.2	\$ ---	\$ 2.5
<b>Cash Payment to Those Who Take the Voluntary Transition Option:</b> Assumes balance of necessary employee reductions (401 employees). Assumes 100 critical or essential skill employees sign up in 1994 and work into 1995.	\$ 4.0	\$ 1.3	\$ ---	\$ 5.3
<b>Displaced Worker Medical Benefits:</b> Assumes payments to 50% of 401 employees who take Voluntary Transition Option. Balance of employees eligible for coverage under spouse plan or through new employment.	\$ 1.0	\$ 0.5	\$ *	\$ 1.5
<b>Education Assistance:</b> Assumes Department of Energy provides funds to Mound Transition Center for education programs. (20% of eligible employees (290 out of 1,450 employees) 290 workers at \$5,000 per worker for job specific programs, and 100 workers at \$10,000 per worker for degree programs.	\$ 0.6	\$ 0.7	\$ 0.3	\$ 1.6
<b>Outplacement Assistance:</b> Assumes Department of Energy provides funds to Mound Transition Center for contracting level-of-effort program services. Assumes additional or future year service provided using JTPA funds or through additional DOE funds under another Work Force Restructuring Plan.	\$ 0.5	\$ 0.5	\$ ---	\$ 1.0
<b>Relocation Assistance:</b> Assumes Department of Energy provides funds to Mound Transition Center for 10 workers at \$5,000 per worker.	\$ ---	\$ 0.1	\$ ---	\$ 0.1
<b>Total, Work Force Restructuring</b>	<b>\$ 12.9</b>	<b>\$ 7.2</b>	<b>\$ 0.3</b>	<b>\$ 20.2</b>

\* Less than \$50,000.

**SCHEDULE OF TRANSITION ASSISTANCE PAYMENTS**  
**Percent of Base Pay for Years of Service**

Complete Years of Service	Already Eligible to Retire	Early Retirement Program	Voluntary Transition Option
1	---	---	25.00%
2	---	---	25.00%
3	---	---	25.00%
4	---	---	25.00%
5	31.25%	---	26.00%
6	32.50%	---	27.00%
7	33.75%	---	28.00%
8	35.00%	---	29.00%
9	36.25%	---	30.00%
10	37.50%	37.50%	31.50%
11	38.75%	38.75%	33.00%
12	40.00%	40.00%	34.50%
13	41.25%	41.25%	36.00%
14	42.50%	42.50%	37.50%
15	43.75%	43.75%	39.00%
16	45.00%	45.00%	40.50%
17	46.25%	46.25%	42.00%
18	47.50%	47.50%	43.50%
19	48.75%	48.75%	45.00%
20	50.00%	50.00%	46.50%
21	51.25%	51.25%	48.00%
22	52.50%	52.50%	49.50%
23	53.75%	53.75%	51.00%
24	55.00%	55.00%	52.50%
25	56.25%	56.25%	54.00%
26	57.50%	57.50%	55.50%
27	58.75%	58.75%	57.00%
28	60.00%	60.00%	58.50%
29	61.25%	61.25%	60.00%
30	62.50%	62.50%	61.50%
31	63.75%	63.75%	63.00%
32	65.00%	65.00%	64.50%
33	66.25%	66.25%	66.00%
34	67.50%	67.50%	67.50%
35	68.75%	68.75%	69.00%

36	70.00%	70.00%	70.50%
37	71.25%	71.25%	72.00%
38	72.50%	72.50%	73.50%
39	73.75%	73.75%	75.00%
40	75.00%	75.00%	76.50%